Appendix 3. Description of the gender-blinding intervention and additional data

Ledin et al. (2007) described using gender-blinding during one submission cycle of the European Molecular Biology Organization's (EMBO) Long-Term Fellowship in 2006 [1]. They reported that this had no effect in reducing the gender gap, so the gender-blinding was not used in subsequent years. We contacted the corresponding author to obtain additional information on how gender-blinding was implemented.

Author's description of how the intervention was implemented:

"We eliminated all references to gender from the applications, letters of recommendation and interview reports that were sent to the committee for scoring. Specifically:

- 1. We replaced the first name with the initials in the application and the letters of reference.
- 2. We removed any indication of gender in the letters of reference by replacing he or she with he/she and her or his with her/his. Same for the interview report.
- 3. Our selection procedure involves a personal interview with an EMBO Member expert in the area of research of the applicant. Obviously we could not gender blind the interviewer, but removed any reference to gender in the report as describe above. To test whether the reports were written in such a way that gender was obvious (as described for example in the paper by Trix and Penska: the colour of glass) several of us read all (gender blinded) reports and tried to guess that gender of the applicant from the way the report was written. Of the 280 reports that we read, we ventured guesses in 50 cases, of which 50% of our guesses were correct. From this we concluded that gender could not be inferred from the reports themselves.
- 4. Given the publications (first names were indicated by an initial) the committee members could have looked the person up and find out their gender. Since each committee member looks at over 180 applications they usually do not take the time to do that. But of course, that is a caveat."

Additional data provided by author:

EMBO Long-Term Fellowships

	Applications	%	Awards	%	Success rate %
2002					
Female applicants	347	43	68	41	20
Male applicants	453	57	100	59	22
Overall	800		168		21
2003					
Female applicants	469	43	64	40	14
Male applicants	611	57	112	60	18
Overall	1080		138		16
2004					

Male applicants 604 53 98 4860 16 Overall 1137 163 14 2005	Female applicants	533	47	65	40	12
Overall 1137 163 14 2005 Female applicants 589 48 89 45 15 Female applicants 647 52 109 55 17 Overall 1236 198 16 16 2006 Female applicants 593 48 87 40 15 Male applicants 644 52 133 60 21 20 Pemale applicants 582 45 82 39 14 48 40 15 48 40 15 48 40 15 48 40 21 20 18 20 20 18 21 20 18 21 20 18 21 20 18 21 20 18 21 20 18 22 39 14 44 48 13 38 14 48 212 22 17 2008 21 22 13 24 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>						
Pemale applicants			133		4000	
Female applicants		1137		103		17
Male applicants 647 52 109 55 17 Overall 1236 198 16 2006 198 16 Female applicants 593 48 87 40 15 Male applicants 644 52 133 60 21 Overall 1237 220 18 2007 Female applicants 582 45 82 39 14 Male applicants 706 55 130 61 18 Overall 1288 212 17 200 Female applicants 590 48 81 38 14 Male applicants 628 52 134 62 21 Overall 1218 215 18 18 2009 1218 215 18 18 2009 1218 215 18 18 2009 1218 215 18 18 <		580	48	80	45	15
Overall 1236						
2006 Female applicants 593 48 87 40 15 Male applicants 644 52 133 60 21 Overall 1237 220 18 2007			32		33	
Female applicants 593 48 87 40 15 Male applicants 644 52 133 60 21 Overall 1237 220 18 2007		1230		190		10
Male applicants 644 52 133 60 21 Overall 1237 220 18 2007 Female applicants 582 45 82 39 14 Female applicants 706 55 130 61 18 Overall 1288 212 17 2008 55 130 61 18 Female applicants 590 48 81 38 14 Male applicants 628 52 134 62 21 Overall 1218 215 18 18 2009		E02	10	97	40	1 5
Overall 1237 220 18 2007 Female applicants 582 45 82 39 14 Male applicants 706 55 130 61 18 Overall 1288 212 17 2008 Female applicants 590 48 81 38 14 Male applicants 628 52 134 62 21 Overall 1218 215 18 2009 48 81 38 14 Male applicants 628 52 134 62 21 Pemale applicants 657 49 115 45 18 Male applicants 675 51 143 55 21 Overall 1332 258 19 2010 1 15 45 18 Male applicants 802 48 123 45 15 Male applicants 886 52						
2007 Female applicants 582 45 82 39 14 Male applicants 706 55 130 61 18 Overall 1288 212 17 2008			32		00	
Female applicants 582 45 82 39 14 Male applicants 706 55 130 61 18 Overall 1288 212 17 2008 Female applicants 590 48 81 38 14 Male applicants 628 52 134 62 21 Overall 1218 215 18 18 2009		1237		220		10
Male applicants 706 55 130 61 18 Overall 1288 212 17 2008 50 48 81 38 14 Female applicants 628 52 134 62 21 Overall 1218 215 18 2009 5 115 45 18 Pemale applicants 657 49 115 45 18 Male applicants 675 51 143 55 21 Overall 1332 258 19 2010 5 15 143 55 21 Male applicants 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 17 Pemale applicants 748 46 103 38 14 Male applicants 739 48 115		FOO	45	0.7	20	1.4
Overall 1288 212 17 2008 590 48 81 38 14 Male applicants 628 52 134 62 21 Overall 1218 215 18 2009 5 18 215 18 2009 657 49 115 45 18 Male applicants 675 51 143 55 21 Overall 1332 258 19 19 2010 700 7						
2008 Female applicants 590 48 81 38 14 Male applicants 628 52 134 62 21 Overall 1218 215 18 2009 Female applicants 657 49 115 45 18 Male applicants 675 51 143 55 21 Overall 1332 258 19 2010 Female applicants 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 15 Pemale applicants 748 46 103 38 14 Male applicants 885 54 165 62 19 Overall 1633 268 16 16 2012 Female applicants 739 48 115 47 16 Male applicants 852 52 <t< td=""><td></td><td></td><td>55</td><td></td><td>91</td><td></td></t<>			55		91	
Female applicants 590 48 81 38 14 Male applicants 628 52 134 62 21 Overall 1218 215 18 2009		1288		212		1/
Male applicants 628 52 134 62 21 Overall 1218 215 18 2009 Female applicants 657 49 115 45 18 Male applicants 675 51 143 55 21 Overall 1332 258 19 2010 Female applicants 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 2011 Female applicants 748 46 103 38 14 Male applicants 885 54 165 62 19 Overall 1633 268 16 2012 Female applicants 739 48 115 47 16 Male applicants 816 52 132 53 16 Overall 1555 247 16 2013 </td <td></td> <td>F00</td> <td>40</td> <td>01</td> <td>20</td> <td>1.4</td>		F00	40	01	20	1.4
Overall 1218 215 18 2009 657 49 115 45 18 Male applicants 675 51 143 55 21 Overall 1332 258 19 2010 Female applicants 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 2011 Female applicants 748 46 103 38 14 Male applicants 885 54 165 62 19 Overall 1633 268 16 16 16 2012 Female applicants 739 48 115 47 16 Male applicants 816 52 132 53 16 Overall 1555 247 16 16 2013 Female applicants 793 48 77 42 <						
2009 657 49 115 45 18 Male applicants 675 51 143 55 21 Overall 1332 258 19 2010 Female applicants 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 2011 70 77 70			52		62	
Female applicants 657 49 115 45 18 Male applicants 675 51 143 55 21 Overall 1332 258 19 2010 Female applicants 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 2011		1218		215		18
Male applicants 675 51 143 55 21 Overall 1332 258 19 2010 Female applicants 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 2011 Temale applicants 748 46 103 38 14 Male applicants 885 54 165 62 19 Overall 1633 268 16 16 2012 Temale applicants 739 48 115 47 16 Male applicants 816 52 132 53 16 Overall 1555 247 16 16 2013 Female applicants 793 48 77 42 10 Male applicants 852 52 108 58 13 Overall 1645 185 11 <td></td> <td>655</td> <td>40</td> <td></td> <td>4=</td> <td></td>		655	40		4=	
Overall 1332 258 19 2010 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 2011						
ZO10 Female applicants 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 2011			51		55	
Female applicants 802 48 123 45 15 Male applicants 866 52 152 55 18 Overall 1668 275 17 2011		1332	+ +	258		19
Male applicants 866 52 152 55 18 Overall 1668 275 17 2011						
Overall 1668 275 17 2011						
2011 Female applicants 748 46 103 38 14 Male applicants 885 54 165 62 19 Overall 1633 268 16 2012			52		55	
Female applicants 748 46 103 38 14 Male applicants 885 54 165 62 19 Overall 1633 268 16 2012		1668		275		17
Male applicants 885 54 165 62 19 Overall 1633 268 16 2012						
Overall 1633 268 16 2012						
2012 Female applicants 739 48 115 47 16 Male applicants 816 52 132 53 16 Overall 1555 247 16 2013			54		62	
Female applicants 739 48 115 47 16 Male applicants 816 52 132 53 16 Overall 1555 247 16 2013		1633		268		16
Male applicants 816 52 132 53 16 Overall 1555 247 16 2013 3 48 77 42 10 Female applicants 852 52 108 58 13 Overall 1645 185 11 2014 45 86 35 12 Male applicants 906 55 161 65 18 Overall 1648 247 15 2010-2014 504 41 13 Female applicants 3824 47 504 41 13 Male applicants 4325 53 718 59 17						
Overall 1555 247 16 2013 48 77 42 10 Female applicants 852 52 108 58 13 Overall 1645 185 11 2014						
2013 Female applicants 793 48 77 42 10 Male applicants 852 52 108 58 13 Overall 1645 185 11 2014 Female applicants 742 45 86 35 12 Male applicants 906 55 161 65 18 Overall 1648 247 15 2010-2014 Female applicants 3824 47 504 41 13 Male applicants 4325 53 718 59 17			52		53	
Female applicants 793 48 77 42 10 Male applicants 852 52 108 58 13 Overall 1645 185 11 2014 Female applicants 742 45 86 35 12 Male applicants 906 55 161 65 18 Overall 1648 247 15 2010-2014 504 41 13 Male applicants 4325 53 718 59 17		1555		247		16
Male applicants 852 52 108 58 13 Overall 1645 185 11 2014 Female applicants 742 45 86 35 12 Male applicants 906 55 161 65 18 Overall 1648 247 15 2010-2014 504 41 13 Male applicants 4325 53 718 59 17	2013					
Overall 1645 185 11 2014						
2014 Female applicants 742 45 86 35 12 Male applicants 906 55 161 65 18 Overall 1648 247 15 2010-2014			52		58	
Female applicants 742 45 86 35 12 Male applicants 906 55 161 65 18 Overall 1648 247 15 2010-2014		1645		185		11
Male applicants 906 55 161 65 18 Overall 1648 247 15 2010-2014 3824 47 504 41 13 Male applicants 4325 53 718 59 17	2014					
Overall 1648 247 15 2010-2014<	Female applicants	742	45	86	35	12
2010-2014 Semale applicants 3824 47 504 41 13 Male applicants 4325 53 718 59 17	Male applicants	906	55	161	65	18
Female applicants 3824 47 504 41 13 Male applicants 4325 53 718 59 17	Overall	1648		247		15
Male applicants 4325 53 718 59 17	2010-2014					
	Female applicants	3824	47	504	41	13
Overall 8149 1222 15	Male applicants	4325	53	718	59	17
02.0	Overall	8149		1222		15

Reference

 Ledin A, Bornmann L, Gannon F, Wallon G. A persistent problem. Traditional gender roles hold back female scientists. EMBO reports. 2007;8(11):982-7. Epub 2007/11/02. doi: 10.1038/sj.embor.7401109. PubMed PMID: 17972895; PubMed Central PMCID: PMCPMC2247380.